



## Head of Social Ventures - Rwanda

### Company Overview

Pharo Ventures is the commercial, for-profit arm of The Pharo Foundation and has been set up to harness the power of a vibrant private sector by investing in Ventures across a variety of sectors within the Eastern Africa region. The objective is to build and grow, commercially and environmentally sustainable businesses, with a focus on maximising creation of economic value and jobs, for local communities.

We have a vision of an economically vibrant and inclusive Africa. Matching that vision is our ambition to create a portfolio of sustainable business ventures that by the end of 2025, will deliver more than five thousand direct jobs across the region. We believe we can achieve our vision and ambitions by investing in the human and physical capital of Africa. For each target country in the region, Pharo Ventures will innovatively build a portfolio of businesses that will be financially sustainable, create value for the local communities and environmentally responsible.

Headquartered in London, the organization has an operational HQ in Kenya (Nairobi) and offices in Ethiopia (Addis Ababa and Assosa) and Somaliland (Hargeisa). Pharo Ventures is also in the process of establishing an office in Kigali (Rwanda).

### Position Summary

The Head of Social Ventures – Rwanda, is a senior leadership role based in Kigali. The role reports to the CEO of Social Ventures based in Nairobi. Tasked with leading and overseeing the conceptualisation, development and operation of businesses in Rwanda, the incumbent will be responsible for ensuring that Pharo Ventures achieves its social impact, long-term sustainability and financial objectives.

The role requires a seasoned and experienced investment and commercial leader, with significant venture building experience setting up and running businesses and operations across different sectors. He / She will bring on board significant investment experience and will be comfortable with the financial, commercial, operational, impact and strategic aspects of social investments. In addition, the incumbent will be a strong team leader and an excellent relationship manager, both internally and externally, with various stakeholders.

### Functional Relationships:

- Leaders of the Social Ventures in Rwanda.
- Pharo Foundation Leadership team in Rwanda.
- Investment Analysts, Impact Analysts and Financial Reporting Analysts in Nairobi.
- Pharo Ventures senior regional core team based in Nairobi.
- Peers – Head of Pharo Ventures in Ethiopia and Somaliland.



### **External Relationships:**

- Local authorities in in Rwanda.
- External legal and regulatory teams.
- Suppliers, service providers and consultants.
- Government stakeholders and Investment agency.

### **Direct Reports:**

- None currently but expected to build an execution team over a short period.

### **Key Duties and Responsibilities:**

#### General

- Supports the conceptualisation and development of the country social venture strategy, its implementation and subsequent review, as necessary.
- Oversees and coordinates the operations of the social ventures in country.
- Follows up the overall performance of the companies and ensure they meet the set objectives.
- Presents periodic reports and analysis of the performance of the companies, risks and challenges.
- Manages the internal and external relationships to support the companies.
- Leads the in-country social ventures teams
- Ensures the achievement of impact, financial and sustainability targets and objectives.

#### Specific

##### *Strategy development and execution*

- Drive the planning, implementation and monitoring of the social venture strategy for Rwanda, working closely with a variety of stakeholders.
- Lead the development of enterprise specific business plans prior to launch of the company operations and as required for company growth and expansion.
- Carry out market assessment and competitiveness as required, ensuring that the organization has all the necessary market information for decision-making.
- Monitor the legal and regulatory environment and advise of critical changes as and when needed.
- Lead the markets developing and building the Pharo brand, briefings, and public relations material.
- Develop a portfolio of social ventures, including developing new investment proposals and refining existing concepts.

##### *Performance management, reporting and learning*

- Through quantitative and qualitative impact data and financial analysis, identify the strengths and opportunities to improve overall performance of the companies.
- Work with the company leadership teams to develop annual key performance indicators and targets. Ensure the companies meet the planned targets and performance standards and report on overall performance, at the periodic intervals or as and when required.

- Perform extensive analytics on historical performance, and develop forecasts on the short and long-term performance of the portfolio companies.
- Ensure that the companies and in-country social venture teams operate on approved budgets, monitor their implementation and update the CEO Social Ventures regularly.
- Ensure accuracy, consistency and timeliness of financial and performance-oriented reports (quantitative and qualitative, financial and social) to headquarters and stakeholders.
- Achieve superior growth and market performance through entrepreneurial approaches to implement innovative business concepts.
- Develop and apply enterprise development best practices and approaches into new investments and promote cross linkage opportunities for enterprise development.

#### *Relationship Management*

- Represent Pharo Ventures in all dealings with third parties as well as with local and federal government in Rwanda.
- Develop and nurture relationships with the key stakeholders internally and externally, including major partners.
- Follow-up, coordinates, and supervises project studies and implementation being undertaken by external consultants and contractors;
- Represent the organization at designated meetings and at conferences.

#### *Leadership of team*

- Provide overall leadership to the social venture core team in Rwanda and ensure alignment of overall objectives.
- Manage team performance and drives a culture of excellence in the organization.
- Provide input in the development of employee policies to ensure attraction and retention of skilled staff.

#### *Risk Management*

- Continuously and proactively, assess high-level risks to the companies and to the overall organization. Communicate the risks and manage the risks by developing mitigation measures.
- Ensure the protection of company assets, premises and employees; manage and approve insurance and other appropriate risk mitigation measures.
- Develop a risk profile and regularly report on risk to the investment portfolio.

#### **Knowledge and Experience Requirements:**

- Bachelor's degree in Finance, Economics, Engineering, Law, Business Management or related fields is mandatory. An MBA or a relevant advanced degree is strongly preferred.
- At least 8 years' relevant experience, of which at least 5 years at senior managerial level leading early and growth stage venture investments in Eastern Africa.
- A solid understanding of the Rwanda business environment, investment guidelines and requirements.

- Strong financial analysis skills, with the ability to create financial models preferred.
- Robust understanding and ability to develop, drive and deliver on social impact matrix and objectives.
- Commercially astute and with deep experience in the for-profit sector and a solid understanding of businesses across various sectors.
- Demonstrable skills in project management - implementation, including performance monitoring, budget preparation and tracking.
- Ability to prioritise and handle multiple tasks, familiar with and able to operate in a fast-paced international and multi-cultural environment.
- Excellent communication (writing, listening and presentation) skills coupled with the ability to analyse and explain relevant data. Excellent spoken and written English.
- Strong team player that can work cooperatively with internal and external stakeholders.
- Experience in developing business/investment and/or marketing plans required.
- Strong leadership skills with the ability to manage a multiplicity of stakeholders.
- Solid negotiation, coaching and inter-personal skills.
- Very good computer skills with ability to work using MS Office suite and MS Project.
- Attention to detail and a flexible approach to work. A self-starter, capable of working independently.
- Positive outlook and outgoing personality with solid interpersonal and diplomatic skills.
- Ability and willingness to travel as required within Rwanda and in the region.

**Behavioural Competencies:**

- Ability to combine strategic thinking and the capacity to operationalise the strategy.
- Very structured, process oriented and a logical thinker.
- Excellent time-manager who can balance multiple priorities.
- Motivated to learn and perform and not afraid to ask questions.
- Willing to challenge status quo and add value by introducing positive change.
- Good communicator and comfortable to work in a team environment.
- High professional and ethical standards.

**Candidates:**

If you are interested in being considered this role, please send your CV to Big 5 Search

- Eleanor Khupe, Consultant : [eleanor.khupe@big5search.com](mailto:eleanor.khupe@big5search.com)
- James Adair, Partner : [james.adair@big5search.com](mailto:james.adair@big5search.com)